

UNIVERSAL LIBRARY
JUN 1 V022411
UNIV. OF MICH.

No. 4

THE FAMILY

Life itself achieves significance and value not from the esoteric things shared by the few, but from the great common experiences of the race—from the issues of birth and death, of affection satisfied and affection frustrated, from those chances and hazards of daily living that come to all men. Unless these conditions common to all humanity strongly appeal to us, or until they do, we are not ready to adopt social case work as our major interest. MARY E. RICHMOND

JUNE
1922

Smith College Training School *for Social Work*

FAMILY CASE WORKERS
CHILD WELFARE WORKERS
VISITING TEACHERS
ATTENDANCE OFFICERS
COMMUNITY SERVICE WORKERS
PROBATION OFFICERS
PSYCHIATRIC SOCIAL WORKERS
MEDICAL SOCIAL WORKERS

Summer Session --July 6, 1922

The Director
Smith College, Northampton, Mass.

The Pennsylvania School for Social Service

TRAINING FOR

<i>Family Work</i>	<i>Visiting Teaching</i>
<i>Children's Work</i>	<i>Group Work</i>
<i>Medical Social Work</i>	<i>Community Organization</i>
<i>Psychiatric Social Work</i>	<i>Public Health Nursing</i>
<i>Social Research</i>	

*Extension courses for social workers
and other professional and lay groups.*

*Summer courses for public health nurses
May 29—July 8, in affiliation with the
University of Pennsylvania.*

Fall terms begins September 11, 1922.

Apply to Registrar

339 SOUTH BROAD ST., PHILADELPHIA, PA.

How Can I Best Serve?

No vocation offers greater
chance for sympathetic
service than *Family Social
Work*.

For real usefulness in this
field you must add to your
natural liking for people,
Professional Training in
working with them and
Practical Experience under
careful supervision.

You can get this training
combined with such ex-
perience at the

School of Applied Social Sciences

WESTERN RESERVE UNIVERSITY
CLEVELAND

Salary during training available to limited
number of students

Write now for admission to fall classes

JAMES ELBERT CUTLER, PH. D., Dean
JAMES F. JACKSON, L. H. D., Director

THE FAMILY—June, 1922. Vol. III, No. 4. Published monthly, except August and September, by the American Association for Organizing Family Social Work, 130 East 22d Street, New York, N. Y. Two classes of subscription: Standard, at \$1.50 a year, and Full, at \$3.00 a year. Single copies, 20 cents. Entered as second class mail matter March 22, 1920, at the post office at New York, N. Y., under the act of March 3, 1879. Copyright, 1922, by the American Association for Organizing Family Social Work.

THE FAMILY

VOL. III

JUNE, 1922

No. 4

CONTENTS

	PAGE		PAGE
THE USE OF RECREATION IN SOCIAL CASE WORK.....	75	THE PLACE OF SOCIAL CASE WORK IN THE JUNIOR EMPLOYMENT SERVICE.....	85
<i>Claudia Wannamaker</i>		<i>Dorothea de Schweinitz</i>	
THE FAMILY IN CHINA.....	78	NATIONAL ASPECTS OF THE TRANSIENT PROBLEM..	89
<i>Francis H. McLean</i>		<i>Malcolm Nichols</i>	
A VOYAGE OF DISCOVERY.....	82	A VOLUNTEER SERVICE BUREAU.....	92
WHY MARRIAGE BILLS FAIL WHICH PROVIDE FOR ADVANCE NOTICE.....	83	<i>Ruth L. Sikes</i>	
<i>Joanna C. Colcord</i>		MAGAZINE NOTES.....	96
EDITORIAL.....	84		

THE USE OF RECREATION IN SOCIAL CASE WORK

CLAUDIA WANNAMAKER

Supervisor of Recreation, Institute for Juvenile Research, Chicago

THE Institute for Juvenile Research operates under the Illinois Department of Public Welfare and has for its objective the study, from a research standpoint, of personality and behavior difficulty problems in children. While the children are usually referred by the Juvenile Court, the Board of Education, and other social agencies, any private individual may upon his own initiative request assistance. The children are not housed at the Institute during either examination or treatment, and the former, consisting of physical, psychological, psychiatric and family history examinations, is conducted in the manner of regular clinical procedure. If, in the light of findings therefrom, it is found necessary to employ social service investigation or treatment, the case is referred by the psychiatrist to the Social Service Department of the Institute. His specific reason for doing this may be either or both of the following: aid in adjusting a patient to his own or a new environment; study of personality "symptoms" for the purpose of aiding in diagnosis or as a means of making a study of the particular problem presented. Because of the nature of the work the organi-

zation reserves the privilege of limiting the cases to a number which can be dealt with intensively, and in cases referred by other social agencies supervision is undertaken only upon the request or consent of the source in question. Thus social case work is only one phase of the work of the Institute as a whole.

Since the beginning of the work at the Institute the value of recreation in social service treatment has been recognized. However, it was only in August, 1921, that the Social Service Department "embarked" upon the experiment of definitely including recreation in the program of treatment and a recreation worker was employed to carry out the project.

From a general standpoint recreation is being recognized more and more as a potent force in physical development, education, citizenship, and in the more intangible objectives of life. It has been said, "Man plays only where he is a human being in the fullest sense of the word and he has reached full humanity only when he plays." The emphasis which is now placed upon recreation in the field of legislation is one of the most hopeful aspects of the question.

Cities in increasing numbers are incorporating in their charters recreation commissions, and statutes are gradually being changed from *permission* to *obligation* in the matter of providing recreational facilities.

Nevertheless, however inspiring the outlook may be, perhaps no word other than "embark" so nearly describes the experiment of incorporating recreation in the social service program of the Institute for Juvenile Research, and its pioneer character has become increasingly apparent as inquiries along this line have revealed no knowledge of the definite use of recreation elsewhere in the field of family case work.

Neither have those organizations purely recreational in nature furnished precedents which might be followed to any great extent, for in them the emphasis seems to be placed almost entirely upon the community aspects of the problem, while the work in question is necessarily individualistic in character. The use of recreation is not merely that of "giving a good time," nor of "filling in" a certain number of a child's leisure hours. In keeping with the research nature of the work at the Institute it is a question of discovering recreational interests which may be utilized as motivating factors in an adjustment of the child's behavior reactions, of adapting the recreation to the type of personality in question, and of observing closely and recording carefully the child's reactions to the various types of recreation offered, so that there may be not only a knowledge of what has "worked" or failed, but some insight into the "why" in either case. While the work is still regarded as exceedingly experimental in nature, it is felt that a few decisions as to some of the aspects of incorporating a task of this kind in a general case work program and the values to be derived therefrom may be tentatively approached.

Although there are times when it is considered advantageous for the case worker to make recreational contacts for the purpose of establishing this kind of relationship with the individual in question, it seems advisable to have a special worker to carry on the

recreation treatment because in the press of seemingly more urgent needs in case treatment the supplying of recreation is likely to be postponed; recreational resource information will doubtless be kept more up-to-date when looked after by one person particularly interested in doing so; outside recreational contacts are more effectually carried out by one individual; the work has an approach and technique of its own for the use of which special training is necessary. In addition to her qualifications for recreation work, the recreation worker should also be trained along the line of general case work as she must be in a position to recognize the objectives of the treatment as a whole and correlate her work with that of the case worker.

In the beginning stages of this work at the Institute the duties of the recreation worker were outlined as follows: entire supervision of certain cases in which the supplying of recreation seemed to be the predominant factor; recreational contacts on cases carried by the other workers; an advisory relationship to the other workers concerning recreational facilities. In the progress of the work, however, it was discovered that few cases could be regarded primarily as recreation cases, as this need often seemed just as urgent in cases carried by the other workers. The result has been to place an increasing emphasis upon recreation work of a supplementary nature. It seems advisable, nevertheless, for the recreation worker to carry a few cases alone all of the time in order to keep in touch with the general problems and technique of case handling. The supplementary work in recreation is probably the most difficult point of adjustment in the entire program. A mere division of duties does not suffice in harmonizing the two contacts on the case and preventing gaps in the treatment; it requires team-work to the utmost degree, and the maintenance of an objective attitude of mind on the part of both workers. Where it is possible to effect this type of relationship the "double handling" method of treatment is usually characterized by a

greater breadth of approach, a more balanced emphasis upon the various aspects of the problem, and the prevention of a possible development of an unwholesome subjective attitude.

The recreation work as carried on at the Institute may be grouped under the forms of organized group placement (clubs, athletic teams), individual recreation and group outing recreation.

Whenever possible the children are placed in some organized group activity, preferably in their immediate environment. As patients are drawn from all localities in Chicago it is necessary for the recreation worker to establish and maintain numerous contacts with club leaders to whom, as a rule, explanation is made concerning the types of problems presented in the children who are entered. Suggestions are given as to special observations which will be helpful, and after placement the leader is consulted at intervals of varying length concerning the child's progress and adaptation to the group.

In certain cases individual recreation is recommended by the psychiatrist, in which event the child is taken alone or as one of a very small group upon various types of outings. In one instance of this nature the patient was a super-sensitive boy of fourteen who was not considered capable of shifting for himself in the average boys' group, a failure which naturally tended to accentuate his difficulty. Individual recreation may also be used in making the initial contact with a child in order to get an insight into his interests. One eight-year-old boy whose intelligence rating was found to be 76.7 was taken to the toy department of one of the department stores. His companion noted that he was particularly interested in the mechanical toys, and in contrast with his mental rating manifested a great deal of insight into their construction. Later when placed in a manual training class the director reported that the child worked with considerable concentration and his work compared favorably with that of boys four years older. The nature of these outings is determined by the child's in-

terest, or by the recommendation to try out certain types of outings on him. They may include as widely divergent things as a visit to the Field Museum, or "standing on the elevated platform and watching the trains go by," an outing enthusiastically proposed by one small boy whose chief difficulty is a lack of initiative.

Group outing recreation consists in taking a group of Institute patients upon any expedition. For various reasons this is considered the least desirable form of recreation. Geographically speaking, getting together a group of children "from the four ends of the earth" is no small undertaking; from a research standpoint, the observation of reactions cannot be made sufficiently accurate to be of much value; the children, as a rule, have little in common, and in the light of the types of delinquencies often represented this condition is one to be fostered rather than otherwise. There are instances, however, when observation of a child's reaction to a group is desirable, in which case this form of outing is used, care being exercised in the selection of the participants.

The unwisdom of singling out any one individual to the exclusion of other members of his family is probably more nearly true in the recreation of behavior difficulty cases than in any other part of treatment. From a therapeutic point of view, a picnic may be as definitely treatment as a visit to the dental clinic, but from the standpoint of other children in the family, and of the patient as well, it means a "good time." A program which does not include small brothers and sisters has the possibility of placing a premium upon delinquency as far as they are concerned, and it seems safe to assume that if they have ordinary intelligence they are going to "get bad" as quickly as possible in order to derive some of the apparent fruits thereof. For this reason considerable emphasis is placed upon their inclusion in the recreational program of the Institute. In addition to this, parents usually have not only to be taught to regard recreational needs sympathetically, but at times to be recreated themselves. After

four months of training along this line one mother states, "We never planned for the recreation of our children before for we never realized that play was so important for them."

Aside from the possible returns to the individuals involved in the way of self-expression and training in wholesome mental and physical habits, recreation may also prove of value to the other lines of social service treatment. There are times when disagreeable points in the treatment may be tided over through this means. It often furnishes the worker an insight into the mental attitudes of the members of the family toward themselves, toward each other, and toward the world in general. From the larger community standpoint, linking up a family with the community life is of considerable value, especially in the case of foreigners.

Social development has proceeded along the line of increasing aggregations. The greater aggregation and the greater unity brought success. In this process of socialization play has served a function equal if not superior to its biological utility. Tribes which knew how to keep time, which were accustomed to play together acted better in case of need.¹

For all these reasons and others too numerous to mention it would seem that a family case work agency which does not place some emphasis upon recreation in treatment is overlooking an asset in family rehabilitation. However, it must be borne in mind that recreation is not recommended as a panacea for the ills of heredity and environment, nor of social case handling, itself. It can no more be substituted for other forms of social treatment than it can be disre-

¹Carr, H. A.: *Survival Values of Play*.

garded, if the whole individual is to be considered, and perhaps herein lies one of its most wholesome characteristics—that of being essential to a well rounded social service program.

However important the practical elements of supplying recreation may be, one must not lose sight of the less tangible aspects of the subject. Few things have greater possibilities of being misinterpreted, and the simple question, "What is play?" is one which has engaged the attention of scholars since the time of Plato. However much they may differ on various points, the opinion that a person's own mental attitude toward whatever activity he engages in and the lack of compulsion to do so are the pivotal points in the inquiry seems to be practically unanimous. A recreational program for any individual which is not based upon a study of that individual's play interests is not recreation in the truest sense of the word, and any attempt toward elevation of recreational tastes must have as a starting point the play interests of the person in question, the apperceptive method being followed throughout. After all is said and done, the worthwhile transformation in this respect is that which is wrought within the individual himself in response to his own desires. There is a real lesson in Kingsley's account of the fairy who boasted to Mother Carey of her ability to make butterflies so real that they could eat, fly, and lay eggs. Mother Carey replied, "Know, O foolish one, any one with time and patience can make anything, but not many can make things make themselves as I do."

THE FAMILY IN CHINA

FRANCIS H. MCLEAN

Field Director, American Association for Organizing Family Social Work

THE institution of the family in China is of more than academic interest to American case workers because within the next few years the adaptation of American case work methods to Chinese conditions is going to receive experimental tests in connection with the social work

enterprise of the Princeton Unit and the International Y. W. C. A. in Peking. At the present time an American case worker, Miss Louise Morrow, is in Peking and is preparing herself by developing a working knowledge of the language and people. The idea is that she shall later help to train

a group of Chinese workers (mostly university graduates) or rather that they and she shall work out the specialized technique and methods required for the adaptation of occidental case work to the Chinese environment.

In this experiment the American Association for Organizing Family Social Work has agreed to advise from a distance with full recognition that this service may be possibly valuable in some directions (as an outside review) and not at all in others. It seems to be certain that, if real case work is eventually developed there, we in America have the opportunity to gather some most interesting and valuable suggestions from the Chinese experience, because of the differences between the institution of the family in the occident and in China, differences which are still fundamental though to some degree modified by China's contact with the world.

We gather some impression of these differences in a monograph written by Dr. Sing Ging Su.¹ The brochure is especially interesting in discussing how far the family system has been affected either wisely or unwisely by the liberalizing forces let loose in China since the establishment of the present sadly harassed republic or by the gradual impregnation of Chinese thought by occidental philosophy irrespective of political changes.

Dr. Sing Ging Su presents an extensive bibliography, ancient and modern, legal, historical and philosophical, and at the same time does not hesitate to give his own impression of the family as a citizen of China—but as a Chinaman attempting to view it from the standards furnished by his occidental education.

We do not propose in this article to describe Sing Ging Su's interpretation, but to discuss how that interpretation, which in its main outlines and as far as it goes seems authentic, indicates certain ways in which case work would be affected.

In the first place, the family council of

relatives would be ready at hand and would not have to be developed. Furthermore, there would be a smaller council of the immediate family and a larger council of the greater family ready at hand. Before considering these councils, however, there is one apparent and considerable handicap which will have to be discussed. Indeed it opens up the whole question of how the policy of consulting relatives "on both sides" may have to be adapted to Chinese theory. The Chinese family is rather exclusively patronymic. The young married woman becomes in a bewilderingly complete way, apparently and so far as outward customs go, a member of her husband's family. There seems no way by which she can ever become even morally responsible (in Chinese thinking) for any part of the support of her parents, but her sister-in-law (the bride of her brother) takes the place she occupied as an unmarried woman. Dr. Sing Ging Su is unfortunately silent as to just what are the actual normal relationships between the household to which the husband and wife belong and the household to which she used to belong. Are they after all just about as normal as in an occidental country? Or is responsibility so exclusively developed from the standpoint of the patronymic family group that, for example, the parents or brother of a married woman would never or seldom be attempting to help solve a family problem for her? It would seem to be certain that the use even for purposes of case history of the blood relations of a wife will have to be carefully considered. It would appear that the very complete way (far more than in occidental custom) in which the wife becomes merged in her husband's family will considerably reduce that normal sense of responsibility which her own relatives would feel in connection with any problems she was facing.

Of course, as long as her husband's father and mother are living and her husband elects to live with them she becomes practically a child to them. Even under modern conditions it is not the husband who can decide this for himself. He must secure the consent

¹*The Chinese Family System*, by Sing Ging Su, M. A., Ph. D., International Press, New York 1922, pp. 112.

of his parents before he can establish a home of his own and co-incident upon such separation an agreement has to be arrived at as to what portion of the surplus in the family purse, to which each working member of it is presumed to contribute all his earnings, should be taken by the adventurous couple. But if the separation does not occur the children of our young wife also become subject to their grandparents, and so on indefinitely.

If both parents die and the surviving male children unanimously decide to live together the eldest brother becomes the *chia-chang* (head of family). The order in which members of a large family may become the *chia-chang* is as follows: grandfather, grandmother, paternal great uncles, their wives, father, mother, paternal uncles their wives, elder brothers, their wives. The typical Chinese family of today includes at the most only three generations. In the past it might contain one or two more. Our author affirms, however, that only under extraordinary circumstances is there a break-off from a family as long as the parents are living. When the old people do die, then the brothers may conclude to divide the family purse and establish themselves separately. Probably this will become increasingly the custom. In fact, it would appear to be so now if the typical family does not exceed three generations.

The *chia-chang* is really the business manager of the family and has by no means omnipotent power. He cannot be a despot or a tyrant but he can claim reasonable obedience. With this understanding of his position it would appear as if nothing need interfere with the sympathetic interviewing of all members of a family group about any problem which has grown up or with the possibility of a family council thereafter without infringing on the "rights" of the *chia-chang*. That is, case work in this direction would have a much better chance than in old Rome where any proposition of a family council or consulting different members of a family would probably have been considered an infringement of the

patria potestas, the unquestioning subservience of the members of a family to paternal authority. "The Chinese family," as Dr. Sing Ging Su points out, "on the other hand, is founded simply upon consanguineous affinity and the perception of the convenience and utility of perpetuating a natural grouping."

The *chia-chang* has no right to inflict punishment except upon his own children (and then really as a parent *chia-chang*). As executive and financial head he has the right to compel all members to turn all their earnings into the common purse. But he becomes trustee only for the common funds and has no arbitrary power of disposal. It requires a family council, for example, to divide the property among the members of a family or to make capital expenditures, we surmise. Indeed the family wherever more than one pair of parents and their younger children are involved really resembles a corporation with a head, the *chia-chang*, but with all adult members of it serving as directors.

Wherever there are families of the same surname, and related, living near each other or occupying a whole or part of a village, there is another representative family council in a board of elders selected by the whole group of families from recommendations of the senior members. The greater family has its own property "either left by the founder of the original family or accumulated through contributions from the constituent families or special endowments by wealthy members of the group. The income from this property is used for the upkeep of the ancestral temple, for the seasonal sacrifices and the repair of ancestral grave yards. It is also used for a few other purposes, such as education, poor relief, etc."

"Some of the constituent families of the 'greater family' may be poor, and, as a rule, the well-to-do families co-operate to help them."

"There is in the 'greater family' a sort of judicial autonomy. Whenever a dispute between individuals or between constituent families arises, it is referred to the ancestral

temple. The board of elders together with representatives of disinterested families serve as arbitrators and to them the evidence and arguments are presented by the contesting parties." The disputants are inclined to accept the decisions of such a family court though of course recourse may afterwards be had to a local magistrate.

If the degree of "greater family" solidarity indicated in these quotations from our author really permeates all groups of the population in China, in city as well as in country, it is evident how promising a field one has not only for consulting relatives (*of the same surname*) but for having councils (rather than courts) in which real participation in plans may be developed. It is probable that to a Chinese man and wife "who are on their own" it will not be necessary ever to explain why we want to consult the man's relatives (we have already indicated the problem connected with consultation of the wife's). It will seem to them the natural and first thing to do. Indeed it will be interesting to see whether the development of case work in China reveals a larger reference of problems by relatives themselves as they realize the possibilities of expert service in solving some family complication.

Even if in Peking, for example, the greater family is found not at all functioning now among great numbers of the population—among those who will come first to the attention of case workers—still there is certainty that in the traditions of family responsibility and solidarity which these customs reveal a pretty valuable asset for case work exists. The families of the potential greater family will doubtless be uncovered, together with those inbred traditions upon which to work.

So far, so good, and one can conceive that in China there is a very favoring environment for the participation of the patronymic relatives. They will not fade so often out of the case records as they do on this continent. We shall watch this side of the work for really interesting and suggestive case work.

Incidentally, with reference to the care of

parents we are told that the institution of old people's homes in China is unknown. Even unmarried old people or married old people without children have their appointed and recognized niche with no one apparently trying to make their lot anything less than respectable and with due obeisance from all younger generations. It will be interesting to check up on this.

One questions very seriously, however, whether the Chinese family may not be unduly repressive of individuality and whether in that case work will not meet one of its worst difficulties. Your appointed place is clearly and definitely marked and there are all sorts of inhibitions against stepping beyond it. What of the wife who may be unjustly treated by her husband, and that injustice condoned by his parents and brothers and sisters? There may be divorce by mutual consent, it is true, or by court action on any one of seven grounds:

1. Bigamy (of either)
2. Adultery (of either)
3. Intent to kill
4. Ill treatment or high insult by the other
5. Ill treatment or insulting of husband's parents by wife
6. Husband ill treated or insulted by wife's relatives
7. Absence for three years.

(It will appear that theoretically the wife could not be insulted by her husband's parents nor do I suppose that he could insult her parents according to Chinese philosophy.)

Sufficiently broad—if the law is impartial as between husband and wife, but on the other hand the children over 5 are liable to be awarded to the father no matter what the merits of the case may be. And above all, obedience to the parents of the husband, no matter what their treatment may be, still seems to be the cardinal virtue of a wife, not her responsibility toward husband or children.

Then too, what of the unmarried youth, the boy or girl, especially the latter? Presumably their place is fixed and they may

embark upon no adventure which makes them semi-independent units. Or indeed how far are their vocations found for them, and without voice on their part, when they remain in the family? How far their avocations?

It is going to be exceedingly interesting as case work develops to see how the rigidity of the "Chinese family system" makes for

repression of a quite fundamental though subtle character. It would appear that we may derive lessons of responsibility from case work in China and that China may derive lessons in individualization and justice to the individual member of a family (without jeopardizing the welfare of the family) from occidental case work.

A VOYAGE OF DISCOVERY

THE problem of little Marie, which we printed in the April issue of *The Family*, was given in such a summarized form that it has raised more questions on technique and treatment than on ethics. In several discussions, some case workers have seemed inclined to base their decisions as to giving or withholding information on the seriousness of the facts rather than on their being confidential. A decision based on the needs of the individual case is the choice of the two workers whose comments we print herewith.

Miss Katherine P. Hewins, of the Church Home Society, Boston, writes:

May I say a word about "little Marie" and her ethical problems?

Whether or not Marie's foster mother should know of her assault depends, of course, on case work conditions both as regards Marie and the foster mother—but this goes without saying. That the interests of Marie, the foster mother, and the community should all be considered is also trite. The point is, of course, how can this best be accomplished? Unless the foster mother has intelligence to handle Marie's problem and discretion sufficient to enable her to profit and not be prejudiced by the early history, she is not the woman to do the job with the child. It is quite within the bounds of possibility (I have such a case in mind) that Marie needs an opportunity to talk over her experiences with a sympathetic and understanding person. Otherwise, so the psychiatrists tell us, there is a possible danger of a later mental conflict due to repression. Then too, there are Marie's companions, perhaps in the home, and certainly at school. Her reaction to her experience ought to be so thoroughly understood that a right adjustment is made for her in her community relations and done in such a way that other children are not exposed to contamination through her. Therefore, it would seem to me, that, unless there are unusual circumstances militating against this procedure, the best interests of all concerned are met when the foster mother, preferably with the knowledge and consent of Marie's mother, is in possession

of the main circumstances which have caused the child to be placed in her care.

Mr. Frank J. Bruno, secretary of the Minneapolis Associated Charities, makes a similar suggestion:

The Voyage of Discovery in *The Family* has continually provoked me to reply but so far I have been able to keep my peace. The case cited in the April number, however, breaks down my resistance.

Is there not a test that could be applied at least in this case, and perhaps in some others like this, that would free us from the abstract question of right and wrong, namely, which method from a social case treatment point of view will bring the better result? The attempt to answer that question of course must take into account some of the considerations already given, such as the possibility of prejudicing the foster mother.

The case worker must consider at least the following problems in relation to this ethical question:

1. Is there not a chance that the foster mother might discover the fact from other sources and would it not be better for her to know it at first than to come upon it by accident?
2. Will not the protection of the children of the foster mother require that she know of this incident? If the foster mother is one who would be prejudiced against the child on account of this experience is it not dangerous to allow the child to be placed with her? Assuming, therefore, that the foster mother would not be prejudiced, could she not protect her own children better by knowing than by not knowing the occurrence?
3. A much more important consideration than either of the above: a case worker cannot ignore in the placement the effect of the experience upon the personality of the child. The child's reaction to the experience would vary of course with the character of the child. Regardless, however, of what that reaction is, it would be unusual and probably detrimental. The child would need to be led back into a normal attitude so far as possible in the matter of sex. That could only be done by one who knew of her experience and who had the sympathy and skill necessary to lead the child over this most difficult pathway.

In other words, I believe from a case work point of view the foster mother should have the information.

WHY MARRIAGE BILLS FAIL WHICH PROVIDE FOR ADVANCE NOTICE

JOANNA C. COLCORD

Chairman, Committee on Marriage Laws, American Association for Organizing Family Social Work

DURING the last few years bills providing for an advance notice before marriage licenses may be issued have been introduced in at least a half dozen states. In spite of the fact that nine other states already had successful legislation requiring advance notice of intention to marry, all these new measures have failed, and it is important for social workers to realize some of the reasons why.

There is an instinctive opposition in every legislature to bills which make it difficult to marry. Marriage is assumed to be a personal matter, and legislators feel that the state's attitude should be "hands off." A formal license, to be had for the asking, is recognized as desirable for purposes of record, but further than that legislators are reluctant to go.

The advance notice laws now in operation call for a period of delay between the application for a license and its issuance, or between the issuance of a license and the wedding ceremony. When these laws are compared with the bills which have been proposed during the past few years, one reason for the failure of the latter is clear. The laws already obtained are conservative first steps; the bills which have failed go very much further. Some of them provide for a notice of ten, fifteen, or twenty days before the license may be issued instead of the five days required by most existing laws. Other bills provide that the notice of intention shall be published at the expense of the county, in newspapers to be selected by administrative officers. Still others provide elaborate machinery for the filing and hearing of objections in court.

Desirable as these features may be, they are not necessary for the establishment of the important principle that marriages on

the impulse of the moment should not be legally possible. Experience has shown that an interval of five days has real value; also that outside of the two or three largest cities in the country, newspapers are glad to print as news, and therefore without charge, the names of those for whom notices of intention have been filed. It is true that at the request of license candidates some names will probably be omitted by reporters who cover license offices, but for the sake of obtaining complete publication it seems unwise to require official advertising in selected papers. Such a requirement necessarily provokes opposition from the minority party, which fears that it may mean only added patronage for the party in power through the choice of newspapers to be thus favored.

To include machinery for the judicial hearing of objections to the issuance of a license is of even more doubtful expediency. Only one of the nine states referred to has such a provision, and it is almost never used.

On the other hand, objections to the issuance of licenses are informally brought to the attention of license officials by parents, social workers, and others; and any conscientious issuer, if these objections reveal clear or possible disqualifications, will delay granting a license until the matter is settled to his satisfaction. When elaborate machinery for hearing objections in court is provided for in a marriage bill, it seems very imposing to legislators and tends to excite an antagonism which is quite unnecessary.

Our advice, therefore, to any who are contemplating legislation of this type is to draft a bill along the general lines of the laws already in force in certain of the nine states referred to.

THE FAMILY

VOL. III

JUNE, 1922

No. 4

DAVID H. HOLBROOK, *Editor*
 MARGARET E. RICH, *Managing Editor*
 RUTH M. GRAVES, *Circulation Manager*

THE FAMILY is published monthly, except in August and September (ten issues a year), by the American Association for Organizing Family Social Work, of which it is the official organ.

Two classes of subscription are offered: Subscribers may be Standard subscribers, at \$1.50 a year, or Full subscribers, at \$3.00 a year, both classes of subscriber receiving the same service. Single copies, twenty cents.

Checks may be drawn to the order of Henry H. Bonnell, Treasurer, and mailed to the General Office, 130 East 22d Street, New York, N. Y. Checks on out-of-town banks should include ten cents additional for exchange.

EDITORIAL

ON April 1st, 1922, our neighbor, *The Red Cross Courier*, published an item entitled "An Inactive Chapter Rustles Its Shroud." "The chapter at Kingwood, West Virginia," says the *Courier*, "was one of those reported 'inactive.' Chairman Brown's answer to the suggestion that the Chapter was inactive will add to the gaiety of nations." In his letter Mr. Brown calls attention to the fact that they may not have a "lot of secretaries, officials, and flunkies sitting around doing nothing but drawing their salaries and observing all the red tape that can be hatched up" but that they have "collected several tons of clothing and shoes and distributed them to the poor . . . and have collected money and bought clothing and shoes for the poor. . . . All the organization work without pay."

Now with all good will to the chapter at Kingwood, a town of perhaps 1,000 persons, we were not made gay by the letter. It seemed to us for a moment that the *Courier* was ranging itself on the side of those who see merit in social work only when it is unpaid. If we cannot pass over this lightly, it is because the question of trained service is our St. Crispin's Day. It is with us a point of honor and, like Henry V, if it be a sin "we are the most offending soul

alive." It is not the question of paid or unpaid work, of volunteer or professional, of whole or part time—but our St. Crispin's Day is fought for knowledge, for trained judgment against the primitive humanitarian reflex. If we were an insect, it would do us little good, no doubt, to be an entomologist as well, but our privilege and responsibility as social workers is to be both people and scientists, to offer the competence of serious thought and study to our fellow men. "We cannot," as Thorndike says, "double the fund of human sympathy, but we can at least keep it clear of sentimental charity." Of "activity"—the spontaneous reflex to our difficult social problems—God wot we have a plenty; of enlightenment, of training, of the disciplined and instructed mind and heart, we are still a-seeking. Who is unwilling to array himself on the professional side, "let him depart, his passport shall be made"—he is not of those who fought with us on St. Crispin's Day. And yet on second thoughts, we note the date of the paragraph—April 1st—is it possible the *Courier* was perpetrating a hoax for social workers? If so, as the English phrase is, we have been had.

IF you go to Providence in June, you will want to take back with you not merely your notes and memories of the discussions there but, so far as you can, the actual words that are spoken; if you do not go to Providence, you will want more than ever the record of what goes on and the reports of the various meetings. It is because we realize this that we are planning to devote the July number of *The Family* to papers and discussions of the National Conference meetings. We shall give particular attention to those meetings which will not be recorded in the regular Proceedings of the Conference—to those of our own group. We shall try to crystallize for you not only the formal papers and discussions but also that intangible something which we are wont to

characterize as the spirit of the meetings.

Please be patient with us if the magazine does not get to you promptly, because the lateness of the Conference means a corresponding lateness in the publication of

this Conference number, and the July Family will reach you, not on June 25, but on or about July 25.

And if you want extra copies will you order them early?

THE PLACE OF SOCIAL CASE WORK IN THE JUNIOR EMPLOYMENT SERVICE

DOROTHEA DE SCHWEINITZ

Junior Employment Service, Board of Public Education, White-Williams Foundation, Philadelphia

"WILL you please give Mary Curran a vocational test?" From the number of such requests received at a placement office it might be surmised that the child is placed on a chair in a private interviewing office and flash, crackle!—the vocational X-ray is turned on! No doubt the X-ray plate should show up some such inscription as "You were born to be a bricklayer!" Unfortunately, there is no short cut for determining what particular job the applicant is able to do or would be desirous of undertaking.

All the factors which make up the world of a given individual, which influence his decisions, must be considered in the choice of employment or of life work, if such there be. Health, education, the family's economic resources, the attitude of the family or of the relatives toward the person in question, previous employment or specialized training, as well as native intelligence, personal appearance and the emotional nature of the individual, cast their lights and shades on the picture which suggests the future occupation.

How far can the social case work *method*, as well as its principles, carry over into the placement office? Can the employment counselor who must interview one person after another all morning, who must know jobs as well as people, find time to make those delicate adjustments which result in the development of personality? Is it possible to visit the school, the home, the club, the church, the previous places of employment of each person who casually applies for a job at a school employment office? If finances were no object and, in

the attempt to do intensive social case work, each counselor had a limited number of clients, could she acquire quickly enough the specific knowledge which comes only from puzzling through the vast maze of jobs and of people to be fitted to each other? These questions must be answered carefully, as the employment counselor endeavors to develop a new technique, to adapt an old point of view to a new undertaking.

There are certain community resources on which the employment office can draw for aid in the analysis of the individual. One of these is the psychological clinic. Intelligence tests, while not a panacea, are of considerable assistance. The intelligence level and the performance ability indicate whether the applicant is capable of learning a skilled trade or simply a repetitive "process" job or whether he should be assisted in every possible way to finish high school and obtain a college education. But the tests do not show what particular trade or vocation he should follow, nor can they be given to each of the thirty or forty applicants who drop into the placement office of a sunny morning.

Then there is the information about the child to be found in the school system itself. The junior placement offices in this country which have been longest established have succeeded in installing a fairly adequate school record which comes automatically to the placement office when the child leaves school to go to work. In Cincinnati, for instance, this record is cumulative, following the child from grade to grade, noting his academic achievements, his interest in vocational courses, whatever is known of his

family background, his developing qualities of leadership, reliability, and so on, and possibly the results of intelligence tests given by the way.

Much could be developed along these lines in connection with social agencies. The average case worker gives a far more relevant social history to the hospital clinic than she does to the employment office. It is more difficult to know the emotional nature, the smothered ambitions, the special abilities of an adolescent than it is to obtain his health record. Is further education possible? Is perhaps some kind but uninformed aunt attempting to finance a business course for which the girl is utterly unprepared? Will the family understand the boy's desire and encourage his efforts for a college education? This, and much more, can be the contribution of the social case worker. It must be remembered, however, that not every young person who is seeking employment is known to a social agency, or can be brought to its attention.

In some instances a former employer can throw considerable light on the needs and abilities of the applicant. Very few junior bureaus, however, send for references. Not many people know how to write a helpful reference and, in the case of young people, it must be remembered that it takes a job or two to get adjusted to the work-a-day world. On special occasions it is always possible to visit or to telephone to an interested employer.

Much can be learned about a child's home problem and emotional life if the father or mother comes to the office with him. In some states an interview with the parents is required before the certificate is issued. This helps to relieve doubt concerning the financial situation of the family and gives the counselor some idea as to whether Willie is considered an angel by his mother, whether he is constantly nagged, or whether intelligent interest and encouragement will be given to his effort to make good in a difficult job.

The employment counselor uses all these resources when possible and attempts to

harmonize the various points of view. She must, however, in the majority of instances depend largely on the personal interview as the chief factor in the analysis of her client. The conversation naturally dwells upon the occupations of the other members of the family, their education, their health, their nationality, the size of the family to be supported, and so on. All of this serves as a background for the discussion of work for the applicant himself. Through it all the counselor must make her own estimate of his general intelligence, his disposition, his personal appearance. Sometimes clean hands, a pleasing appearance and a good disposition go farther than a high I. Q. in obtaining a job. In this connection the attitude of mind of the counselor is one of the most important factors in her technique. Her contact with her client is often very brief. She cannot expect him, in this short acquaintance, to care what her particular standards of cleanliness or honesty may be. She must get him to talk—to think out loud. This must be a place where he can say what he feels about his teacher, his former employer, the injustices at home.

This interview is rarely satisfactory in the case of boys and girls between fourteen and sixteen years of age. The average applicant under sixteen cannot analyze his attitudes. "Don't like school," or "have to help the family," are his reasons for discarding further opportunities for education. Work is the next thing you do when you leave school. What kind of work? Of 908 children applying for work certificates in Philadelphia in the early part of 1920, 308 said they had no plans at all. Many of the others suggested that they might like to be stenographers, or electrical engineers—having left school at the close of the sixth or seventh grade. However, in a year or two these same persons become more articulate, know more about jobs in general and may be assisted to the work of their choice.

Both during and after the interview there is frequent opportunity and necessity to make adjustments in the life of the child. The principal service must be assistance in

finding a suitable job, but much can be done to help the young person to be better prepared for and more successful in that job. In this connection the employment counselor must sometimes do her visiting indirectly. The school counselor or visiting teacher can be requested to report frequently concerning the health of John's father—perhaps his recovery will make it possible for John to return to school. The girl's worker or club leader must be asked to urge Jennie to continue with evening school or not to give up her ear treatments lest her choice of occupation be definitely affected by a year of carelessness.

Sometimes a direct contact with a member of the child's family solves the problem. With the definite information that employers do not want girls under sixteen for office work and are not eager to have a stenographer without high school training, it is possible to convince a mother that her fourteen-year-old daughter should return to high school rather than go to work and take a business course at night. One father insisted that his boy go to work and then later came tip-toeing back to say: "Don't get that boy a job. I just wanted him to hear you argue with me in favor of school."

But the majority of the applicants in a junior placement office ultimately find their way to a job. For the youthful worker, the position not too far from home, not too severe on health and strength, not too difficult of performance is advisable. Interesting work suited to the particular ability of the individual, careful training, an opportunity for advancement, satisfactory pay, steady employment, sound "industrial relations" are to be desired for all. In turn the job looks for conscientious service, ability or special training for that particular work, the appropriate age and strength, suitable personality, and a spirit of co-operation.

Very little has as yet been done in the psychological analysis of positions. Jobs are not yet standardized even by levels of intelligence. The boys and girls themselves form an interesting source of information on

occupational conditions. In some bureaus, such as the Vocational Guidance and Employment Certificate Bureau of the Chicago public schools, special cards are kept for the reports which the children make on the places where they have been working. Allowance must of course be made for peculiar personalities and unusual situations but the composite picture is significant.

Above all else, the counselor must herself visit places of employment. It is almost impossible to visualize processes, to catch the atmosphere of a business house from the written word. In her visit she looks for all the qualities already mentioned as desirable in a job, noting the physical conditions of the establishment, the predominating nationalities in different lines of work, the attitude of the employers toward unions, employers' associations, employee representation and so on. Sometimes she applies the social case work method to the works manager, in reporting violations of the law and in interpreting the needs of youthful employees to their employer.

With a knowledge of both job and individual, there still remains the task of fitting the two together. Disposition of individual must fit disposition of foreman or office manager, training and native intelligence of the applicant must suit the requirements of the position, the wage must be suitable. But there are always some lacks in the individual, some short-comings in the job, many of them due to the frailties of our educational and industrial systems.

How then is it to be determined whether a placement has been successful, whether employer, applicant and employment counselor have made the best of the situation? When should the case be "closed"? In view of the complexity of the modern industrial order, a careful follow-up system is very important, at least for the first years of work. Through communications with employers, through evening office hours with the young people, the progress of the worker can be watched, evening courses can be encouraged, re-placement advised. In the Philadelphia office, about 40 per cent of the

boys and girls come in response to follow-up letters and cards. This is not enough. In England, "after-care" committees send volunteers to the homes. Ohio and New York have recently passed laws providing for school and employment supervision up to the age of eighteen. "Follow-up" is still incomplete or too wholesale.

The junior employment office obviously feels itself allied to the social case work movement in its attempt to solve the individual problem. In dealing with individuals, the placement office, in common with other fields of social case work, comes against stone walls which bar the way to satisfactory results. Bolstering the efforts of the isolated worker, the social case work movement as a whole attempts to remedy the ills which prevent successful adjustments in individual problems; similarly, the junior employment office reaches back into the school system and should stretch out into the occupational world.

Many of the handicaps of the boys and girls who leave school to go to work result from the handicaps of the schools themselves. Frequently these children have had little individual advice. Sometimes they think one must pay to go to high school or they have only a vague idea of what courses are offered there. They do not know what education is required for certain occupations or have not had the type of training adapted to their mentality. Of 347 children (unselected) applying for employment certificates in Philadelphia in the first months of 1920, 283 had repeated one or more grades, some as many as five or six. Most of them naturally expressed a lack of interest in school. These facts, found to be equally true in other cities, lead to the conviction that someone should have tackled the individual problems of these children earlier in their careers, that it is difficult to "vocationally guide" at one particular point of time, in the junior employment office. A careful classification of children in the early grades, psychological testing, a more flexible curriculum for certain children, the school counselor or visiting teacher who will help

adapt the school to the individual variations of the children, scholarships, the vocational counselor, classes in occupational information are essential preliminaries to vocational guidance.

The vocational guidance movement must also join those groups which are placing a new emphasis on industry. It finds that industry does not necessarily adapt itself to the needs of young people just beginning work. Boys and girls who have heard constant emphasis on the importance of attending school regularly are frequently "laid off" from their work without a day's notice. During the turbulent period of adolescence when one's occupation at least should offer an element of stability, they are in and out of employment as the season demands. Training is not as universal as the reading matter on the subject would indicate. Even in the skilled occupations, such as the building trades, good apprenticeships are few and far between. Little provision is made for the apprentice in slack seasons and there is not enough inducement to attract the boy from the high wage automatic job. In some instances the employers are concerned with the apprentice problem, in others the union is, but too seldom do the two groups get together for the regulation of training in the occupations which offer some sense of independence and self-respect.

After coming from a school system where promotions are made at regular intervals according to the success of the pupil, boys and girls now enter a system where promotions depend on the law of supply and demand and where, in spite of the talk about room at the top, the majority of positions cluster nearer the bottom with little to prevent the dulling of initiative which might make its way a bit nearer the top. A study, not yet completed, of a large number of firms employing children between the ages of fourteen and sixteen is beginning to show that many of the positions for these children do not require even the sixth grade of schooling which they have had.

The placement office, then, asks from

industry better training for the youthful worker, a new type of apprenticeship, regular employment, employment supervision and a job which stimulates initiative and self-respect. It asks that the producer be considered more valuable than the product. Or, if the product means food, clothing, and shelter for the community, it asks that business be looked upon not as an organization of one person or a group of persons for the purpose of making money through shoes or baby carriages, but as an

organization of the commonwealth for the production of the needs of its group. In this organization the stimulus and the responsibility of citizenship in industry should come to the producer.

Slowly these changes in education and in industry are coming about. In the meantime individual adjustments are constantly being made with the assistance of the employment counselor. Perhaps when all has been accomplished, even the vocational X-ray will have been invented!

NATIONAL ASPECTS OF THE TRANSIENT PROBLEM

MALCOLM NICHOLS

*Chairman, Committee on Begging and Vagrancy, American Association
for Organizing Family Social Work*

THE board of directors of a family welfare society in a southern city attempted to meet the problem of begging and vagrancy—with the degree of success which has generally attended efforts to meet this problem locally. The city was on a direct route between north and south and at certain times each year the problem of the itinerant beggar as he journeyed northward or southward was particularly acute. After thorough consideration this society became convinced that no success would ever attend a purely local effort in dealing with homeless men and asked the American Association for Organizing Family Social Work to consider the appointment of a committee which might attack the problem from a nation-wide standpoint. Accordingly, a Committee on Begging and Vagrancy came into being with power to obtain from family welfare societies throughout the country information about various phases of begging and peddling, laws affecting the problems and their enforcement. At the annual meeting of the Association the same Committee, upon its own recommendation, was made a regular Committee of the Association. It has now been at work a little over a year on a problem which has defied social workers from time immemorial. Some account of what it has learned and

how it has tried to apply its knowledge may be of interest.

The Committee first sent out a questionnaire to all the family welfare societies in the country and received replies from 138. This information, together with that which had been previously collected from about twenty-five larger cities, was carefully examined and summarized. Briefly, the returns showed that:

1. Nearly all communities had city ordinances affecting begging and vagrancy as well as ordinances requiring licenses for all kinds of peddling, including peddling of small articles by handicapped people.

2. With few exceptions the ordinances and laws were enforced by the police. In two instances the family society had special equipment for the purpose of enforcement. In four others the ordinances were enforced by some official other than the police. In 60 of the 138 cities enforcement was reported as satisfactory, in 25 fairly satisfactory and in 53 not satisfactory.

3. Licenses to peddle were freely granted in 81 of the cities and in 57 were granted with some effective check such as requiring an investigation by a social agency or by making the license fee prohibitive.

4. Outright begging was prevalent in 54 cities, fairly so in 41 and not prevalent

in 43. Nearly the same ratio holds with respect to the peddling of small articles by handicapped people.

5. The problem was distinctly more acute in the larger cities. This was true in respect to enforcement, freedom of granting licenses and prevalence of both begging and peddling. In fact, the statistics indicate that the problem varied directly with the size of the cities. Several cities of 30,000 and under report no problem; no cities of over 100,000 reported such to be the case.

The only interpretation which could be drawn from the accumulated information was that the problem of begging and vagrancy was a national one. Although in many cities it was under control, these cities were scattered throughout the country. In every case where there was absence of begging it was due to local reasons, usually a developed public opinion and strict law enforcement.

With this information at hand and with authorization from the American Association to proceed on a somewhat broader basis, the Committee soon found that it was really a "Committee on Homeless Men" rather than one on "Begging and Vagrancy." After several discussions of the whole subject, the Committee decided that it needed information with reference to the broader problem of the homeless man, of which the questions of begging, of peddling shoestrings, and of law enforcement were merely phases. There seemed to be two general heads under which the proper treatment of the transient man as well as of the mendicant and the vagrant fell: constructive and repressive measures. The Committee felt that the former was properly the concern of social workers and constituted a real challenge to the efficacy of present day methods of social work. The latter was a problem for the police and other public officials who were charged with the responsibility of enforcing the law. While these two phases should not be confused, there must for effective work be a close alignment of the forces which are attempting to carry on each of them.

With this thought in mind the Committee

addressed another questionnaire to the family societies and obtained information from eighty cities. This was an attempt to ascertain the extent of the problem of homelessness as reflected in the records kept by various institutions and organizations which work with transient men. Unfortunately, figures for the year 1910, for 1920 and for a selected month in 1921 were in many cases either not kept or obviously inadequately kept. In some communities there were organizations which kept careful records of their work while others kept none whatever. There was, therefore, no basis of comparison. Hence an effort to ascertain the extent of the problem of homelessness in any given city by this means proved futile. The Committee did find one thing of significant and alarming interest, however. It was almost unanimously reported that transient applicants for help were younger men than in previous years. Mr. Roy P. Gates, the Executive Secretary of the Committee, has stated that since 1916 the average age of homeless men in New York City has dropped from forty-eight to thirty-two. The experience of other cities suggests that the findings in New York are equally true for the country as a whole. Is history repeating itself and are we having a wave of homelessness among ex-service men such as we had following the Civil War?

The returns showed that for the most part the family welfare societies were not meeting the problem satisfactorily—in many cases not even to their own satisfaction. Some said they were handling it; about an equal number said they were not; about one third of those who replied said they were partially handling it. In reply to the question as to how far they regarded the problem as the responsibility of their organizations, the general secretaries expressed a variety of opinions. The majority felt that it was a responsibility which should not be assumed by the family society for various reasons, among which were lack of equipment and funds for dealing with it properly, inadequacy of present day case work methods, and the fact that work with

resident families should come first, since an attempt to deal with homelessness is apt to detract from the effectiveness of a society's family work.

A variety of different agencies are working with homeless men in each community. For the most part, there is no one agency which is assuming a responsibility for this problem and doing it satisfactorily. Men are being ministered to by rescue missions, police departments, the Y. M. C. A., the American Legion, the Red Cross, family welfare societies, departments of public charities, the Salvation Army and many others. In most instances men are provided with food and lodging without investigation. Paying their railroad fare to the next community in order to get rid of them—the old game of passing on—is quite prevalent. A comparatively small number of organizations are applying case work methods. Thirty-three communities reported that they had some machinery for co-operation. In most instances it was a social service exchange which was usually consulted with a fair degree of frequency. Forty-four communities reported that they had no machinery whatever to promote any sort of co-operation among the agencies working with homeless men.

With this information in hand the Committee sought to bring together the executives of a number of national agencies whose local units throughout the country are dealing with homeless individuals. A preliminary meeting held during the winter was attended by a small group of national executives. To this group the Committee presented the problem. Those present felt strongly that the facts as stated in this article should be presented to a larger group, to include, if possible, the executives or other officials in every national agency which in any way was attempting to do social work with homeless men.

Accordingly, on April 19, 1922, at the invitation of the American Association for Organizing Family Social Work, the following agencies sent representatives to a meeting in New York: American Seamen's

Friend Society, International Y. M. C. A., American Prison Association, National Probation Association, National Conference of Catholic Charities, Federal Council of the Churches of Christ in America, National Urban League, Salvation Army, American Legion, American Red Cross, American Association for Labor Legislation, National Committee on Prisons and Prison Labor, National Association of Travelers Aid Societies, American Association for Organizing Family Social Work, Hartford Charity Organization Society, New York Joint Application Bureau. At this meeting it was obvious that an immense amount of uncorrelated, unco-ordinated and therefore ineffective work is being done for and with homeless men all over the United States. Apparently there have been few successful efforts, locally, to bring together in each community those who were working on the same problem. There has been no effort whatever to develop a means of national co-operation. Convinced that the problem should be considered jointly and a co-operative program adopted which should apply both locally and nationally, those present authorized the appointment of a small committee to work out plans which will be reported at a subsequent meeting of the same group of people. The committee as appointed is made up of the following: John B. Andrews, American Association for Labor Legislation; Roy P. Gates, Joint Application Bureau of New York City; David H. Holbrook, American Association for Organizing Family Social Work; Virgil V. Johnson, National Association of Travelers Aid Societies; Major Edward Underwood of the Salvation Army. For the present they are to develop a plan of simple organization which will be reported to the national agencies.

The Committee of the American Association is now working on recommendations which it will make to those family welfare societies which are members of the American Association, suggesting to them how they may best meet their responsibilities in this connection in their own communities.

A VOLUNTEER SERVICE BUREAU

RUTH L. SIKES

IN THE fall of 1919 the Minneapolis Council of Social Agencies established a bureau for volunteer service in the hope of conserving the war time enthusiasm for the peace time needs of the community. The bureau planned to recruit and place volunteers who were willing to serve the community through the various social agencies of the city. Its first step was to approach the agencies to find out the details of work which might be assigned to volunteers; then a campaign to interest both men and women was carried on through talks to church groups and various clubs, notices in organization papers and bulletins, folders put in the mail boxes of many apartment houses, a letter sent to a large mailing list, and newspaper appeals. The response from the women of the city was most gratifying, but contrary to the hopes of the bureau only a small number of men offered their services. Possibly the appeal or the kind of work suggested was too feminine!

The agencies desired volunteers for four types of service: (1) family visiting; (2) group leadership; (3) clerical work such as secretarial work in clinics, filing and statistics; and (4) entertainers of one sort or another. Most of the volunteers felt the need of some definite training before undertaking even the simplest of these tasks. They had become used during the war to the various Red Cross courses and to the idea that training of some sort must precede any service which is to be efficient. Not all, however, desired a training course, and those who preferred were placed directly at such work as they were able to do. For the rest the Bureau, in co-operation with the Extension Department of the University of Minnesota, arranged a general course of thirteen lectures consisting of an hour and a half each on two consecutive mornings a week for a period of seven weeks. Various social workers competent to talk upon their respective subjects covered briefly the

normal family, methods of family case work, neighborhood work and community organization, essentials of group leadership, health and mental hygiene, home economics, child welfare, use of relief, use of social agencies, use of the courts, and the ethics of social work.

A large group of women enrolled for the course. They were expected but not required to give in addition thirty-six hours of field work under the supervision of an agency. Most of the field work was done under the supervision of the Associated Charities, which had supervised the field work of the Red Cross Institute for Home Service carried on during the war. All but a few of the volunteers took the course seriously and did their work faithfully, continuing through to the end. Soon teachers and others occupied during the day, including the school nurses, asked for a similar course to be given in the evening, and the Bureau gladly acceded to their request. The evening course had as many members as the day sessions but only about one half of them were able to do field work or to give regular volunteer service because of the demands of their regular day time work. Several were able to give considerable time during their vacations, and, all in all, they found the lectures decidedly worth while as making for a better understanding of the aims of social workers with whom they came in contact and consequent closer co-operation.

This was the Bureau's first attempt at recruiting and organizing volunteer service and from a rather general educational viewpoint, it was undoubtedly successful. Unfortunately, it was impossible to carry through the experiment. Soon after the completion of the courses, and for nearly a year thereafter, the Bureau was without a regular secretary. This meant that no one person was responsible for holding the volunteers to their tasks; they had been assigned to numerous agencies which, in

the busy-ness of a busy winter, were unable to keep the close contact which is essential to the development and holding of the enthusiasm and interest of a group of comparatively new workers. When the Bureau finally secured a permanent secretary, only thirteen of the original group were still working.

This secretary has now been at work a little more than a year. She began with a considerable handicap; the habit of work outside of the home, formed during the war, had been broken and many potential volunteers had become absorbed in the usual daily routine. During the past year the Bureau has worked slowly but steadily, securing volunteers one by one, following them as closely as possible to see that they do not drift away through discouragement or lack of appreciation and that they are giving the service for which they are best fitted. The Bureau itself has offered no courses or lectures and has left the practical training in the hands of the agencies.

The Bureau does, however, assume a responsibility for recruiting volunteer workers; appeals are still being made through talks to clubs, individually to members of certain professional groups—such as graduates of home economics departments or schools, a number of whom are acting as visiting housekeepers for the Associated Charities—to students at the University, and to volunteers already interested who are urged to bring in their friends. Many college students whose youth and enthusiasm and freedom from home responsibilities made them a real asset worked during the summer in settlement playgrounds and at other recreational work. The Bureau fortunately has had an opportunity to advertise for workers in a little pamphlet called *Community Business*, a four-page folder which is published weekly by the Council of Social Agencies as a means of keeping the agencies participating in the Community Fund in the minds of the public throughout the year and informing them as to how the money raised is being used. The people reached through the Bulletin

are usually those who have not been reached in any other way; many of them are newcomers to the city who are living modest, quiet lives with few social relationships other than their church and eager and able, if shown how, to give definite service.

The Bureau does not attempt to keep any record of volunteer service in general throughout the city. The agencies secure as many volunteers as they can from their own contacts just as they have done in the past; the Bureau merely tries to reach those people who otherwise would not be reached. It endeavors to enlarge the number interested in social work, to be a clearing house where a volunteer may gain a bird's eye view of all the possibilities of service, and by which she may be placed with the agency most needing the contribution which she can give. It serves as a center to which agencies may appeal for specialized service or for service which they have not succeeded in securing for themselves. Only about one quarter of the volunteer service in the city this winter has passed through the Bureau.

The work divides itself into two phases—getting volunteers and keeping volunteers after they are once secured. During the thirteen months just passed, the Bureau has secured by the "slow and sure" method approximately the same number of volunteers as it secured in the first three months by the general appeal of the training course. But because of the brevity of that attempt there is no way of knowing how many of the people taking the training courses would have remained faithful after their first enthusiasm was past, nor is there any way of knowing how successful that method of appeal would have been a year later when the attitude of the public had changed. Moreover, during the first three months, *Community Business* was not in existence. At that time newspaper articles and the mailing list were the most successful methods of recruiting. In the past year *Community Business* has been by far the best advertiser. However, it is well worth while to keep all avenues busy for not all people are reached by any one method and while a person may

be busy when reached by one avenue this month, he or she may be free and ready to be reminded when it comes from a different source next month.

The secretary of the Bureau hesitates to draw any general conclusions from these two quite different approaches to the problem, but the service rendered by the present volunteers seems of better quality than that rendered by the training course students at the close of their course. About 50 per cent have last year's experience to help them and they seem to be actuated by a more serious purpose and less by popular enthusiasm. It is impossible to say whether this is due to the method of appeal or merely to the culling done by time.

The quickness with which the group diminished in the interval between the end of the training course and the coming of the present secretary demonstrated how soon any group will disintegrate unless there is someone with a real bond of sympathy to keep in touch with its members, to know when and why they stop, when they plan to begin again or why they are giving it up permanently. Ideally, the agencies themselves should do this, each with its own group, but it is a difficult task when an organization has too few paid workers even to keep up with its regular volume of work. The "go-between" contact of the Bureau, until the public is sufficiently enlightened to provide ample workers for the work to be done, is one of its chief means of usefulness. Another advantage of acting as a go-between is that the volunteer will talk more frankly with the secretary of the Bureau concerning any difficulties which she meets in her contact with an agency than she can to the agency itself. She knows the secretary of the Bureau is impartial and there is no danger of hurt feelings. The agency has the same advantage in discussing with the Bureau the work of the volunteer when a difficulty arises. Perhaps the trouble is caused merely by misunderstanding which can be cleared away, or perhaps the worker is a misfit in the particular job she is trying to do and should be transferred either to

some other agency or to some other type of work. Such adjustments can be made much more easily through a third person who knows both sides of the difficulty, and without her sympathetic help and understanding the volunteer frequently merely stops work and is no more heard of.

The Bureau has no settled policy for the future. At present there is no demand for another training course. If the demand should arise, of course an attempt would be made to meet it. In the meantime, it expects to continue its present methods, drawing upon every resource, holding every gain made, increasing where possible the *esprit de corps* among the volunteers themselves, and maintaining the closest and friendliest relationships possible between the agencies and the volunteers.

THE BAD PENNY

"TELL yer wot," said Mrs. Whidden with the large sigh of one finally grasping the situation.

"You g'wan over to th' Sassity and they'll fix yer up. . . . Now don't be a silly little fool, Lizzie," as her companion demurred, conscious, as only nineteen can be conscious, that the disasters of nineteen are beyond all human help. "Now don't be a fool—you just g'wan to the Sassity—why I'll be bound if I don't take yer myself," said Mrs. Whidden to Lizzie.

By a route long familiar to Mrs. Whidden, the two journeyed to the district office. Many times during the last chaotic ten years had Mrs. Whidden gone to the Society and the Society to her. Many a crisis had they weathered together—the crisis of unemployment, the crisis of babies born and lost, the crisis of a husband often sick and jobless—and through these ten years was woven the binding chain of a hearty and consistent intemperance on the part of Mrs. Whidden. No, not ten, for the last three years had seen an astonishing change in Mrs. Whidden.

After twice taking the cure and half a dozen times the pledge; after the dreary succession of drink-soaked furnished rooms that could never be a home; after repeatedly touching the bottom and nearly establishing a legal residence there, Mrs. Whidden had been precariously climbing toward sobriety and decency.

And now Mrs. Whidden and Lizzie reached the office at the fag end of the sort of day when social workers know that anything is rather more than likely to happen; and they sat down to wait till the secretary had ploughed through the usual mass of papers, reports, cash sheets, letters, and all the unassigned

CORRESPONDENCE

DEAR MISS DUTCHER:

Your article on "The Office Book Shelf" published in the current issue of *The Family* is of great interest to the staff of this division. The choice of books is eminently practical, and we are glad to see such a list given publicity in this form.

I am wondering if you will permit a mere librarian to take issue with you as to your statement, "Another group of books that the public library discounts in favor of extra copies of Harold Bell Wright and Gene Stratton Porter are our psychiatric references," which seems to me to be slightly unfair. In our own library here we buy heavily of the books you mention in your list and are quite consistently rejecting the type of fiction represented by Wright and Porter whom you cite; and I do not think we are isolated in this policy. My own conclusion, gained from experience and observation, is that libraries in general are tending toward a restricted purchasing of the ephemeral "cheap" book which provides merely excitement or entertainment and toward a wider buying of books which are necessary if the ideal of the library as a public tool is to be maintained. I am sure that you will find that this idea of the library's duty and service is quite generally recognized and that it is daily gaining in strength. Of course, there is always a large number of books of fiction in any public library, even though the quality of that fiction be closely supervised, but I feel certain that the average library of any size of which I have any knowledge would have as a matter of course, or purchase on request, most if not all of the titles on your list.

With but few exceptions the books you list are all on the shelves of this collection or in our general library, and our feeling is that they are only slightly used. In fact, Mr. Johnson, the Assistant Director of our local Community Union, has been trying to formulate some plan by which to stimulate the use of this room, which was organized primarily to meet the needs of persons interested in social work and in civic affairs in general. It is not always a question of having the books, but of having those books used.

May I say again how happy we are for the publication of such a list even though we take issue with a part of it. And I am particularly glad for the section on just inspirational books, in which I would heartily concur and to which I would add the *Reflections of Marcus Aurelius* as a great stimulant and soul balancer.

Sincerely,

GRACE A. ENGLAND

Chief of the Civics Division, Detroit Public Library

and unassignable work which remains at the fag end of days.

"They does have an awful lot of writing, seems to me, but I s'pose they has to keep things straight like," Mrs. Whidden apologized in a whisper, all unconsciously arraying herself on the side of modern social work methods. But Lizzie, her eyes on the world wreckage completely visible only to the eyes of nineteen, did not answer.

The secretary, as she walked over to meet Mrs. Whidden, was suffering from no illusions. If Mrs. Whidden came so late to the office it must mean at the best that one of the children was sick again, and at the worst that when Mrs. Whidden rose her eyes would be bloodshot and that she would rock unsteadily on her feet.

"I guess we need some help," began Mrs. Whidden, and the secretary, wise in the dark precipitous places of family case work, braced herself to watch the fabric of the seven years' patient work and the bright pattern of the last tenuous three falling into dust again. She did not notice the misery-haunted girl in the corner until Mrs. Whidden went on. "You see Lizzie here, her husband's left her and the baby and no money. And first she ses she's going to live with a fancy fellar in blue cloth gaiters on Eleventh Avenoo and then she ses she's going to drown herself in the River and her husband gone on her an' all—You know how it is yerself," thus Mrs. Whidden tactfully softening the plight of her friend; "and I ses to her I ses 'don't be a silly fool, Lizzie,' I ses. 'C'm on over to the Sassity' and now," Mrs. Whidden leaned comfortably back in her chair, "you fix Lizzie up."

About an hour later, having talked over the situation which was not so desperate after all; and having suggested to Lizzie the plan which was so much simpler and more sensible than living with the blue-gaitered gentleman or throwing herself in the River that runs occasionally so close to Eleventh Avenue, the secretary, her brief-case full of still unfinished reports, went out to the subway; and as she bought her ticket, for some unaccountable reason she felt like whistling.

About an hour later Mrs. Whidden, as suggested, had established Lizzie and the baby for the night in the real home with furniture in it which three years ago had triumphantly followed the rooming period.

"I told yer they'd fix yer up," said Mrs. Whidden handing the girl a cup of soup. "Me an' the Sassity knows a thing or two. It don't pay to be wicked or foolish, that's wot we ses. Gawd, wot with runnin' around wit' yer and worryin' after yer and fixin' yer up down at the Sassity, I'm pretty near wore out, I am," said Mrs. Whidden to Lizzie.

G. H.

